



ABOUT EEOC

About the EEOC

The Equal Employment Opportunity Commission is the federal agency that enforces the laws against job discrimination and harassment. Our goal is to eliminate illegal discrimination from the workplace for all workers.



We have 53 field offices around the country that can help you solve job discrimination and harassment problems. We can explain whether your manager is allowed to do certain things under the law. We can talk to you about whether certain types of behavior are appropriate in the workplace.

We also accept formal job discrimination complaints against employers. Once we receive a complaint, we investigate. If we believe an employer is violating our laws, we take action to end the discrimination. We will work to make sure that your employer does not do the same thing to you or someone else in the future. We can require employers to develop fairer job policies, train managers and other employees about discrimination, and obtain compensation for anyone who was treated unfairly. This makes the workplace a better place for you, your sisters and brothers, your friends, and your community.

Our services are free. You do not need a lawyer to file a complaint with us.

Youth @ Work

The EEOC's Youth @ Work Program is designed for youth by youth to teach you about your real world rights and responsibilities as an employee. Visit our website to learn more about discrimination affecting young workers and what you can do to help prevent discrimination in the workplace.

What is Employment Discrimination?

To "discriminate" against someone means to treat that person differently, or less favorably, for some reason. Discrimination can occur while you are at work, or in a public place, such as a restaurant. You can be discriminated against by friends, co-workers, managers, or business owners.

The EEOC is responsible for protecting you against one type of discrimination - discrimination that occurs while you are at work because of your race, color, religion, sex (including pregnancy), national origin, disability or age (age 40 or older).



Need to File a Complaint?



If you think you have been the victim of illegal job discrimination, you can file a formal complaint with the EEOC. We will investigate your complaint and take action to end any illegal discrimination.

We accept complaints from all job applicants and full-time, part-time, seasonal and temporary employees, regardless of citizenship and work authorization status.

Complaints may be filed by mail or in person at the nearest EEOC office. Call us at 1-800-669-4000 to find out more. Our services are free.

In some cases, you have 180 days to file a complaint. In others, you have 300 days. Call us immediately if you believe your employer is discriminating against you.





YOUR RIGHTS & RESPONSIBILITIES

Up for a Challenge?

1. What does EEOC stand for?
2. EEOC's laws protect you against discrimination and harassment based on: (Hint: there are 7 possible answers).
3. You have a right to request reasonable changes to your workplace because of your: (a) race/color; (b) sex; (c) religion; (d) national origin; (e) medical condition; (f) age. (Hint: there are 2 right answers.)
4. What are 3 of your responsibilities as an employee? (Hint: they all begin with "R".)
5. T/F: Only full-time employees can file a complaint with the EEOC.

Answers: 1. Equal Employment Opportunity Commission
 2. Your race, color, religion, sex (including pregnancy), national origin, disability or age 3, c, e, 4. Report, request, respect, record, 5. F

Your Local EEOC Office:

Your Rights

As an employee or applicant, you have the right to:

Work Free of Discrimination And Harassment because of your race, color, religion, sex, pregnancy, national origin, disability, or age (age 40 or older).

Complain About Job Discrimination without being punished, or treated differently, by your employer.

Request Workplace Changes because of your religious beliefs or medical condition.

Keep Your Medical Info Private. Your employer should not share or discuss your medical information with others, unless they have a need to know the information.



Your Responsibilities

As an employee, you have the responsibility to:

Report any unfair or harassing treatment you experience to your company.

Request a workplace change because of your religious beliefs or disability. Be sure to provide enough information so your employer can determine how to best help you.

Respect others by acting professionally at work. Treat your co-workers the way you want to be treated.

Record how you were treated or how you treated others.



*Real World, Real Rights
Straight Up*



*The 411
on Your Job Rights*

U.S. Equal Employment
 Opportunity Commission
www.youth.eeoc.gov
 Phone: 1-800-669-4000
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